

The simple answer is because of the commitment we at Reebok have made to respect the fundamental human rights of the nearly 25,000 workers in Asia who produce our footwear. That's why we placed a heavy emphasis on worker interviews (950 workers answered surveys; 500 took part in confidential interviews). It is also why we made Indonesian-language copies of the report available to the workers, and why we presented the report at a meeting with our footwear contractors.

But there is another reason, which is just as important. We want to encourage other multinational corporations that may be reluctant to open the doors of the factories manufacturing their products to in-depth inspections. Quite simply, we want to show that a detailed, critical report about factory conditions can be disclosed without the sky falling. And we'd like to change the attitude that has prevailed among many companies for many years—that they do not have any real responsibility for conditions in factories they do not own, or for the treatment of workers who are not their employees.

In 1992, Reebok adopted a code of conduct requiring that the factories of our global suppliers comply with internationally recognized human rights standards. Ever since, we have incorporated that code of conduct into our contractual agreements with factory owners and have monitored their compliance.

Despite these efforts—and those of some other companies—critics remained skeptical. They rightly point out that codes of conduct are little more than window dressing unless there is an effective process to monitor workplace conditions and determine whether standards are being met.

The Peduli Hak assessment was an attempt to address these concerns. But many multinational corporations that produce footwear, apparel and toys in the global marketplace remain fearful; although many now have codes of conduct, they are unwilling to undergo independent external monitoring, or suffer the embarrassment and expense that exposing workplace conditions might produce.

This fear of monitoring is seen in the reluctance of many companies to join the Fair Labor Association (FLA), which is chaired by former White House counsel Charles Ruff. The FLA has adopted procedures to accredit independent monitors who will be qualified to inspect factories for compliance with a Workplace Code of Conduct covering nine key areas: child labor, forced labor, discrimination, harassment, freedom of association, wages, health and safety, hours of work and overtime compensation.

Reebok and nine other companies (Adidas-Salamon AG, Kathie Lee Gifford, Levi Strauss & Co., Liz Claiborne, L.L. Bean, Nicole Miller, Nike, Patagonia, Phillips Van Heusen) have agreed to participate in the FLA's monitoring program. While this is a good beginning, it does not amount to the broadly representative segment of the business community that any monitoring program will require to be effective. Of course, we hope the Peduli Hak assessment will benefit thousands of workers in Asia—but we also hope that its publication will encourage other companies to join us in seeking solutions to substandard workplace conditions in the global economy.

EXTENSIONS OF REMARKS

TRIBUTE TO THE REV. DR.
GEORGE EDWARD McRAE

HON. CARRIE P. MEEK

OF FLORIDA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, October 26, 1999

Mrs. MEEK of Florida. Mr. Speaker, it is indeed a distinct honor and privilege to pay tribute to one of Miami-Dade County's great leaders, the Rev. Dr. George Edward McRae, pastor of Mt. Tabor Missionary Baptist Church in Liberty City. On Thursday, October 28, 1999, the Miami Herald will honor him as a recipient of the 15th Annual Charles Whited Spirit of Excellence Award, along with five other distinguished South Floridians.

Admired by his friends and colleagues as a "multi-talented man of God dedicated to service," Rev. McRae truly represents one of the noblest public servants of our community. As pastor and teacher at Mt. Tabor Baptist Church for the last ten years, he has been relentless in leading the members of his congregation in the ways of God, focusing his efforts on the agenda of spiritual wisdom and compassionate service to our community's less fortunate—the sick and the elderly, the hungry and the homeless, the poor and the disenfranchised, and the imprisoned and the dying.

Indeed, he genuinely exemplifies a true Spirit of Excellence for being a "leader in outreach," defining his life's consecration to the disenfranchised and the forgotten. As my pastor and confidante, I want to acknowledge Rev. McRae's tremendous work for constantly reminding us of the love and understanding for our fellow human beings. He truly evokes the example of Christ, the Good Shepherd, and is constantly enlightening his flock of believers, sharing with us the fact that our lives are inextricably interwoven with one another—regardless of our creed, color, gender, or philosophical persuasion.

The outreach programs Rev. McRae founded include Christian Education, HIV/AIDS awareness and education, a prison ministry, substance abuse forums, homeless shelters and feeding programs for the children, the elderly and the homeless. He is a down-to-earth minister of the Gospel who pragmatically aligns himself to the adage that "... people would rather see a sermon than hear it." All through these years I have learned from him the very centrality of God's role in our daily lives, conscious of the fact that ultimately the mandate of our faith to help the less fortunate among us does not contradict, but rather complement, our public stewardship on behalf of our constituents.

In its laudatory recognition The Miami Herald aptly described him as "the catalyst for monumental strides in the church's outreach programs," succinctly recognizing that our churches, along with our synagogues and temples, form a substantial part of a larger network of institutions that fittingly serve as the pillars of our community. Accordingly, his standards for learning, caring and achieving for the underserved has won for him countless accolades from South Florida's ecumenical community and beyond. Likewise, public and private agencies have deservedly cited him for

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his untiring commitment to service and his uncompromising stance on simple justice and equal opportunity for all.

Long before Florida's Black churches and community organizations came to the understanding of HIV/AIDS, Rev. McRae has single-handedly trailblazed our consciousness into the scourge that this virus has inflicted on our community. He pioneered the establishment of MOVERS (Minorities Overcoming the Virus Through Education, Responsibility and Spirituality), a program geared toward helping people survive the effects of HIV/AIDS. Today MOVERS is being replicated all over the country as it addresses the dilemma of the African-American community currently plagued by what he calls "the triangle of death"—i.e., drugs, incarceration and AIDS.

Our community is comforted by his undaunted leadership and compassionate caring. Accordingly, The Miami Herald has articulated our deepest respect and admiration for him with its prestigious Spirit of Excellence Award. Most of all, I am grateful that he continues to teach us that the ethic of our stewardship from God is genuinely manifested by our service to our fellow men. This is the legacy the Rev. George Edward McRae shares with us, and I am indeed privileged to have his friendship and confidence.

ROCKVILLE COLOR GUARD
MARCHES TOWARD GLORY

HON. CONSTANCE A. MORELLA

OF MARYLAND

IN THE HOUSE OF REPRESENTATIVES

Tuesday, October 26, 1999

Mrs. MORELLA. Mr. Speaker, it is my great pleasure to congratulate the American Legion Post 86 Color Guard for their victory at the National Senior Color Guard Competition (Closed Military Class) at the American Legion National Convention in Anaheim, California.

The Post 86 Color Guard was formed in 1981 to promote Americanism and patriotism. Augmented by members of the Auxiliary and Sons of the Legion, the Post 86 Color Guard quickly proved itself within the state of Maryland. For the past seven years, they have been the Department of Maryland (American Legion) state champion. The Post 86 Color Guard will now proudly serve as the National American Legion Color Guard for 1999–2000.

For their service to the American Legion, the community, our veterans, and our country, I ask my colleague to join me in congratulating the Henderson-Smith-Edmonds Post 86 Color Guard of Rockville, Maryland.

STUDENT RESULTS ACT OF 1999

SPEECH OF

HON. PATSY T. MINK

OF HAWAII

IN THE HOUSE OF REPRESENTATIVES

Wednesday, October 20, 1999

The House in Committee of the Whole House on the State of the Union had under consideration the bill (H.R. 2) to send more dollars to the classroom and for certain other purposes: